

# Ageing Worker Initiative: Strategies for Regional Talent Development

## *Tecumseh Area Partnership*



**Grantee:** Tecumseh Area Partnership (Indiana)

**Industry Focus:** Healthcare, Advanced Manufacturing, Information Technology, and Transportation

**Location of Grant Activities:** West Central Indiana

**Key Partners:** Indiana Department of Workforce Development; West Central Indiana Region 4 Workforce Board; Purdue University; Ivy Tech Community College; Matthew Warren Industries; Grow Direct, Inc.; Experience Works; National Able Network; Windows of Opportunity for Women; JobWorks, Inc.; AARP Indiana State Office; Area 4 Agency on Aging; Community Action Program of Western Indiana.

**Grant Amount:** \$1,000,000

**Leveraged Funds:** \$600,000

**Challenge:** Nearly 25 percent of the population in the West Central Indiana region is over the age of 55. The region faces challenges in the economic downturn as major manufacturing and transportation companies have reduced their workforces, and potential retirements of aging workers pose difficulties for employers in other economic sectors. Older workers in the region lack an understanding of essential technology skills for employability. Yet they also lack awareness of the services offered by the public workforce system, and are hesitant to take advantage of the available education and training programs which would help them overcome these and other barriers to employment.

**Addressing the Challenge:** This project will establish an Older Worker Skills Network within the WorkOne system (Indiana's One Stop Career Center system). The network will address the workforce challenges faced by both older workers and employers. A Career Transition Hub will be established within regional WorkOne Centers to provide "one-stop" information, services, counseling and training for older workers. Tools such as the WorkKeys assessment and the Transferable Occupation Relationship Quotient will be used to identify transferable skills and expand older workers' career pathways. Education partners will provide training for participants to earn credentials such as the Manufacturing Skill Standards Council Certification and the International Business Training Association Certification. Employers can participate in the Managing Your Mature Workforce seminars that will be conducted across the region.

### **Projected Outcomes:**

- 300 older workers will participate in grant-related activities.
- 90 older workers will begin education/training activities.
- 70 older workers will complete education/training activities.
- 60 older workers will receive a degree/certificate.
- 66 WorkOne staff will receive training.
- 12 training seminars will be available for employers.
- 60 older workers will participate in peer support and network groups.
- 30 older workers will participate in internship.

